

2011 Military Health System Conference

Air Force Resiliency Program Overview

The Quadruple Aim: Working Together, Achieving Success

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Headquarters Air Force Resiliency Division

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What is Resiliency?



- **Resiliency:** “Is the ability to withstand, recover and or/grow in the face of stressors and changing demands.”

Source: *DCoE for Psychological Health and Traumatic Brain Injury*

Good resilience
is like a rubber
band...



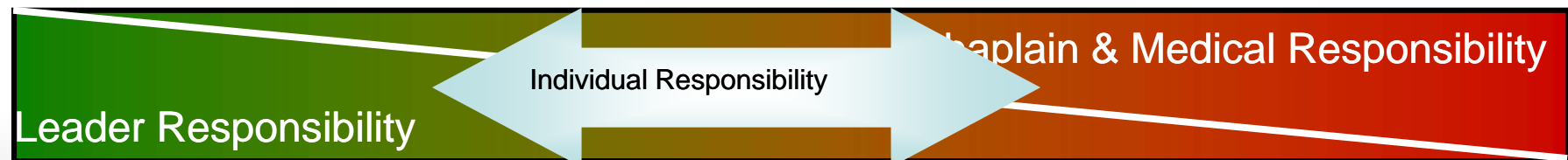
Bouncing back is
good adjustment
and a great way
to handle life!

Resiliency
usually leads
to good
outcomes!

Stress Continuum



READY	REACTING	INJURED	ILL
<ul style="list-style-type: none"> • Good to go • Well trained • Prepared • Fit and tough • Cohesive units, ready families 	<ul style="list-style-type: none"> • Distress or impairment • Mild, transient • Anxious or irritable • Behavior change 	<ul style="list-style-type: none"> • More severe or persistent distress or impairment • Leaves lasting evidence (personality change) 	<ul style="list-style-type: none"> • Stress injuries that don't heal without intervention • Diagnosable • PTSD • Depression • Anxiety • Addictive Disorder



AF Resiliency Program



Airman

**Deployment
Transition Center**

Education

Training

Working Groups

Research

Family

**Social
Connections**

Leisure Programs

Education

Working Groups

Research

Deployment Transition Center



- Deployment Transition Center (DTC): Stood up 1 Jul 10
 - Location: Ramstein AB
 - Purpose: Decompression/reintegration (not mental health)
 - Attendees: Teams of three or more *“regularly exposed to significant risk of death in direct combat”*
- SF, EOD, Combat Convoy, Red Horse (Projected: Medical OTW, K9 Teams, Intel, Combat Weather)
- Identified for DTC attendance prior to deployment by FAM/Career Field
- Program for individuals/pairs
- 1,055 attendees through 31 Dec 10



Resiliency Strategy



- **Resiliency Workshop: Held 20-24 Sep 10, Andrews AFB**
 - 30 MAJCOM and HAF reps, Sister Services
 - University of North Carolina
 - Dr. Gary Bowen, Professor of Sociology
 - Defense Centers of Excellence
- **Developed AF Resiliency “Strategic Roadmap”**
 - Living document
 - Sub-working groups to conduct gap analysis, research best practices, develop model, measures, delivery platforms, etc.

Air Force Resiliency Roadmap

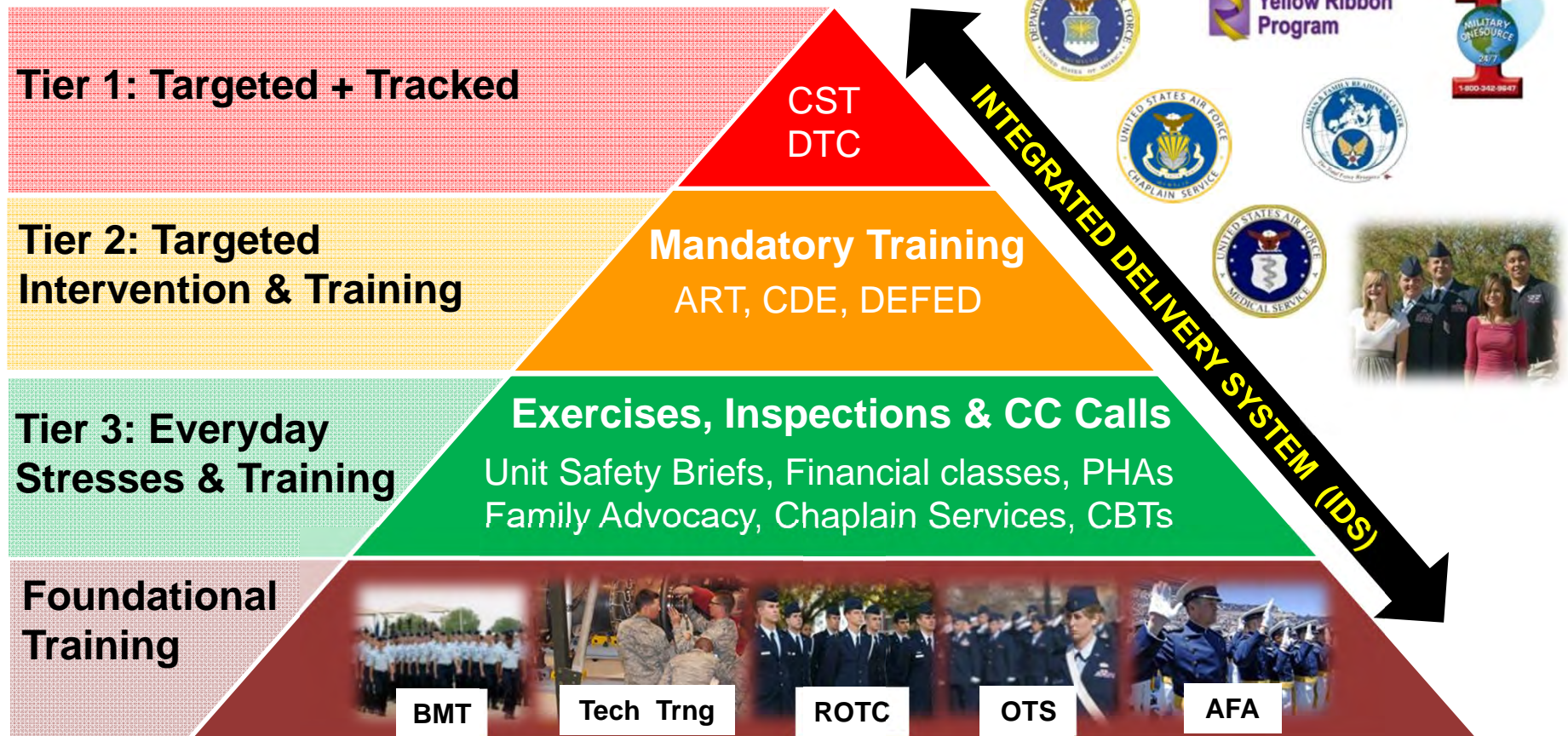


Mission: Build and sustain a resilient Air Force Community that fosters mental, physical, social and spiritual fitness.				Performance Measures	Initiatives
Vision: A resilient Air Force Community ready to meet any challenge					
	Culture of Resiliency	Whole Person Fitness	Best Business Practices		
Air Force Community	<div><div>Resilient Airman</div><div><div>Physical Fitness</div><div>Mental Fitness</div><div>Social Fitness</div><div>Spiritual Fitness</div></div></div>			<ul style="list-style-type: none">➤PT Score➤Spouse Fitness Center Utilization➤Absenteeism/Sick Call➤Communication/Family Connection Scale	<ol style="list-style-type: none">1. Develop model of Resiliency<ol style="list-style-type: none">a. Develop criteria/requirements for model and model evaluationb. Identify core components of Resiliencyc. Identify dimensions of Resiliency2. Develop resiliency measure (individual, family and unit)3. Identify knowledge gaps and develop short term research agenda to fill gaps4. Develop long range and/or enduring research agenda to assess resiliency and program evaluation5. Identify existing inventory of Resiliency oriented services, programs, training and education6. Identify populations and their needs7. Conduct gap analysis between existing AF programs and model8. Conduct best practices research on Resiliency programs (most effective programs)9. Develop delivery platform (training & education, services)<ol style="list-style-type: none">a. Develop criteria/requirements for delivery platform and delivery platform evaluationb. Develop targeted and tiered training programs for different mission sets and communities<ol style="list-style-type: none">1) Target all ranks, all training and education venues and deployment cycle<ol style="list-style-type: none">a) Develop resiliency core (baseline) and electives trainingb) Incorporate core components of resiliency at all levels2) Target Airmen, Families, Civilians, Reserves and Guard<ol style="list-style-type: none">a) Incorporate core components of resiliency for other identified sub-populationsc. Build/modify programs with collaboration of AF agencies, other DoD agencies, other Fed agencies, civilian providers and non-profit organizations10. Develop and advocate for resource requirements11. Develop strategic communication plan
Stewardship	<div><div><div>Optimize Financial Resources</div><div>Expand Dedicated Funding</div></div></div>			<ul style="list-style-type: none">➤Funding to Requirement➤Impact of program/funding	
Business Process	<div><div>Improve Program and Service Delivery</div><div><div>Improve/Expand Training</div><div>Improve Communications</div><div>Improve Collaboration</div></div></div>			<ul style="list-style-type: none">➤Incorporate Resiliency into existing training platforms➤% of Airmen and Families aware of Resiliency support programs➤Savings due to partnerships	
Organizational Capacity	<div><div><div>Enhance Training Infrastructure</div><div>Leverage Technology</div><div>Provide Management Oversight</div></div></div>			<ul style="list-style-type: none">➤ # of MAJCOMS/Bases in compliance with AF Resiliency policy and guidance➤% of people aware of Resiliency thru technology, etc...➤Ratio of trained Resiliency professionals to total needed	

The Air Force Resiliency Roadmap is a living document. The initiatives and performance measures are being further developed by sub-working groups. As of 27 Dec 10.

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Tiered Sustainment Training Model



Strong Wingman Culture Ensures Airman Resiliency

Collaboration



- Networking with other agencies – Studies/Validation
 - Defense Centers of Excellence for Psychological Health & Traumatic Brain Injury (dedicated resiliency section)
 - Providing subject matter experts to sub working groups
 - Conducting two Program Reviews for each service
 - ACC/AMC Comprehensive Airman Fitness & SFs Defender's Edge (mental health program for SF Amn)
- RAND Study:
 - Research/document existing and developing programs and policies aimed at promoting resiliency
 - Recommend methods to measure resiliency
 - Evaluate data on AF members and their families against *suitable indicators of resiliency*
 - Initiatives to promote Airman and family resiliency

Family Resiliency



- Air Force has a long tradition of taking care of families
 - “Resiliency” efforts embrace the family arena
 - Efforts underway:
 - Key Spouses: Support and Resiliency Inventory for spouses (SRI-S) will be completed by the 4K reps on all bases 28 Feb -10 Mar 11
 - Spouses will complete on-line survey to provide feedback on usefulness/helpfulness of SRS-I in assessing individual resiliency
- AF Teen Council: First-ever AF-wide Teen Leadership Council kicked off 6 Jan 11 with conf call
 - Focus: Collect info affecting teens; address issues
 - Annual Youth of the Year Award Ceremony and Teen forum, Aug 11, Pentagon/DC

Caring for People



- **Caring for People Forum (CfP)**
 - **May 10, AF/CAIB approved base-level CfP forums; broad base (officer, enlisted, single airmen, reserve, guard, etc.) to discuss community issues**
 - **Top issues will flow to MAJCOMs; issues beyond MAJCOMs to be addressed by AF CfP Forum, Jul 11**
- **Leaders Role**
 - **Be proactive; build resiliency before problems occur**
 - **Know your people; be able to detect changes, be involved**
 - **Know your resources/programs; be able to refer them to the appropriate Airmen, Family, Chaplain or Medical POC**
 - **Nominate the right people to attend DTC**

The Way Ahead



- **Formal training: target accession points with psychological learning objectives**
- **Evaluate resiliency programs for possible AF-wide implementation via RAND study**
- **Hire 71 Community Support Coordinators**
- **POM for HAF/MAJCOM and DTC manpower (19 positions)**

Questions?



- ???